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STATE OF HAWAII

HAWAII LABOR RELATIONS BOARD

In the Matter of)	CASE NO. OSH 2010-21
)	(Inspection No. 313078776)
DIRECTOR, DEPARTMENT OF LABOR)	
AND INDUSTRIAL RELATIONS,)	
)	STIPULATION TO WITHDRAW CITATION
Complainant,)	ISSUED ON JULY 19, 2010; EXHIBIT "A";
)	APPROVAL AND ORDER
vs.)	
)	
HIRAKO FARMS, INC.,)	
)	
Respondent.)	
)	

**STIPULATION TO WITHDRAW
CITATION ISSUED ON JULY 19, 2010**

Complainant Director of Labor and Industrial Relations ("Director") and
Respondent HIRAKO FARMS, INC. ("Respondent") having reached a full and complete
settlement of the above-captioned contested case presently pending before the Hawaii Labor
Relations Board ("Board") stipulate and agree as follows:

On or about February 9, 2010, the Director, by and through the State of Hawaii's

Occupational Safety and Health Division (“HIOSH”), inspected the Respondent’s workplace located at 66-1460 Lalamilo Farm Road, Kamuela, Hawaii, 96743.

As a consequence of said inspection, the Director, through HIOSH’s Administrator, issued a Citation and Notification of Penalty on July 19, 2010 (“Citation”) to the Respondent alleging violations of the Hawaii Occupational Safety and Health Standards and assessed an aggregate penalty of \$375.00. See Exhibit A.

The Respondent timely contested the Citation.

THEREFORE, to avoid the expense of litigation and to compromise and settle the above-captioned case the parties, by and through their respective representatives, stipulate and agree as follows:

1. The Board has jurisdiction over this contested case pursuant to section 396-11, Hawaii Revised Statutes (“HRS”).
2. The Citation issued on July 19, 2010 against the Respondent, including the \$375.00 penalty, is withdrawn.
3. This Agreement shall become a final order of the Director.
4. The Respondent shall post a copy of this Agreement and Order in a prominent place at or near the location of the posting of the Citation, and the Agreement and Order shall remain posted for three working days (excluding weekends and State holidays).
5. Upon approval of this Agreement, all proceedings before the Board shall be dismissed.

DATED: Honolulu, Hawaii, April 28, 2011.

HIRAKO FARMS, INC.

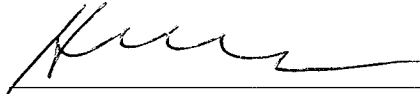


ROGER S. HIRAKO

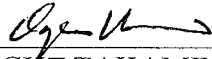
Its:

APPROVED AS TO FORM:

DIRECTOR OF LABOR AND
INDUSTRIAL RELATIONS



HERBERT B.K. LAU
Deputy Attorney General
Attorney for Director of Labor and
Industrial Relations, State of Hawaii



DWIGHT TAKAMINE

APPROVED AND SO ORDERED BY
HAWAII LABOR RELATIONS BOARD:

ORDER NO. 430

DATED: May 2, 2011



JAMES B. NICHOLSON, Chair



SARAH R. HIRAKAMI, Member



NORMAN K. KATO II, Member

State of Hawaii

Department of Labor and Industrial Relations
HAWAII OCCUPATIONAL SAFETY AND HEALTH DIVISION
830 PUNCHBOWL STREET, ROOM 425
HONOLULU, HI 96813
Phone: (808)586-9110 FAX: (808)586-9104



Certified Number: 7006 0100 0005 8250 7654

Citation and Notification of Penalty

To:

Hirako Farms Inc
and its successors
P O Box 297
Kamuela, HI 96743

Inspection Number: 313078776
Inspection Date(s): 02/09/2010- 02/09/2010
Issuance Date: 07/19/2010
OSHA ID: X8851
Optional Report No.: 01110
Inspection Type: Programmed Planned
Scope of Inspection: Comprehensive Inspection

Inspection Site:

66-1460 Lalamilo Farm Rd
Kamuela, HI 96743

The violation(s) described in this Citation and Notification of Penalty is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.

This Citation and Notification of Penalty describes violations of the Hawaii Occupational Safety and Health Law. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties, unless within 20 calendar days from your receipt of this Citation and Notification of Penalty, you mail a notice of contest to the State of Hawaii Occupational Safety and Health Division (HIOSH) at the address shown above. Please refer to the enclosed booklet (Employer Rights and Responsibilities Following a HIOSH Inspection) which outlines your rights and responsibilities and which should be read in conjunction with this form. Issuance of this Citation does not constitute a finding that a violation of the Law has occurred unless there is a failure to contest as provided for in the Law or, if contested, unless this Citation is affirmed by the Hawaii Labor Relations Board (HLRB) or a court.

Posting - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or, if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and State holidays), whichever is longer. **The penalty dollar amounts need not be posted and may be marked out or covered up prior to posting.**

Informal Conference - An informal conference is not required. However, if you wish to have such a conference you may request one with the Administrator during the 20 calendar day contest period. During such an informal conference, you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Administrator within 20 calendar days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the page 5, Notice to Employees, next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

Employers' Right to Contest - You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest penalties and/or abatement dates without contesting the underlying violations. Unless you inform the Administrator in writing that you intend to contest the citation(s) and/or penalty(ies) within 20 calendar days after receipt, the citation(s) and the penalty(ies) will become a final order of the Department of Labor and Industrial Relations and may not be reviewed by any court or agency. Once a letter of contest is received, it becomes the jurisdiction of the HLRB.

Penalty Payment - Penalties are due within 20 calendar days of receipt of this notification unless contested. Make your check or money order payable to "Director of Budget and Finance." Please indicate the Inspection Number on the remittance.

HIOSH does not agree to any restrictions or conditions or endorsements put on any check or money order for less than the full amount due, and will cash the check or money order as if these restrictions, conditions, or endorsements do not exist.

Notification of Corrective Action - For each violations which you do not contest, you are required by Section 12-51-22 to submit an Abatement Certification to HIOSH. The certification must be sent by you within 5 calendar days of the abatement date indicated on the citation. For **Willful** and **Repeat** violations, documents (examples: photos, copies of receipts, training records, etc.) demonstrating that abatement is complete must accompany the certification. Where the citation is classified as **Serious** and the citation states that abatement documentation is required, documents such as those described above are required to be submitted along with the abatement certificate. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item.

All abatement verification documents must contain the following information: 1) Your name and address; 2) the inspection number (found on the front page); 3) the citation and citation item number(s) to which the submission relates; 4) a statement that the information is accurate; 5) the signature of the employer or employer's authorized representative; 6) the date the hazard was corrected; 7) a brief statement of how the hazard was corrected; and 8) a statement that affected employees and their representatives have been informed of the abatement.

The law also requires a copy of all abatement verification documents, required by Section 12-51-22 to be sent to HIOSH, also be posted at the location where the violation appeared and the corrective action took place.

Employer Discrimination Unlawful - The law prohibits discrimination by an employer against an employee for filing a complaint or for exercising any rights under this Act. An employee who believes that he/she has been discriminated against may file a complaint no later than 60 days after the discrimination occurred with the Hawaii Occupational Safety and Health Division at the address shown above.

Employer Rights and Responsibilities - The enclosed booklet (Employer Rights and Responsibilities Following a HIOSH Inspection) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

Employees' Right to Contest - The law gives an employee or his/her representative the opportunity to object to any abatement date set for a violation if he/she believes the date to be unreasonable. The contest must be mailed to the Hawaii Occupational Safety and Health Division at the address shown above and postmarked within 20 calendar days of the receipt by the employer of this Citation and Notification of Penalty.

Inspection Activity Data - You should be aware that OSHA publishes information on inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to your inspection will be available 30 calendar days after the Citation Issuance Date. You are encouraged to review the information concerning your establishment at WWW.OSHA.GOV. If you have any dispute with the accuracy of the information displayed, please contact this office.

ABATEMENT CERTIFICATION

PEARL IMADA IBOSHI, DIRECTOR
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
HAWAII OCCUPATIONAL SAFETY AND HEALTH DIVISION
830 PUNCHBOWL STREET, ROOM 425
HONOLULU, HI 96813

Hirako Farms Inc
P O Box 297
Kamuela, HI 96743

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____.
How corrected: _____

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____.
How corrected: _____

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____.
How corrected: _____

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____.
How corrected: _____

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____.
How corrected: _____

I attest that the information contained in this document is accurate and that the affected employees and their
representatives have been informed of the abatement activities described in this certification.

Signature

Typed or Printed Name

State of Hawaii

Department of Labor and Industrial Relations
Hawaii Occupational Safety and Health Division



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with HIOSH to discuss the citation(s) issued on 07/19/2010. The conference will be held at the HIOSH office located at 830 PUNCHBOWL STREET, ROOM 425, HONOLULU, HI, 96813 on _____ at _____.

Employees and/or representatives of employees have a right to attend an informal conference.

State of Hawaii

Department of Labor and Industrial Relations
Hawaii Occupational Safety And Health Division

Inspection Number: 313078776
Inspection Dates: 02/09/2010 - 02/09/2010
Issuance Date: 07/19/2010



Citation and Notification of Penalty

Company Name: Hirako Farms Inc
Inspection Site: 66-1460 Lalamilo Farm Rd, Kamuela, HI 96743

Citation 1 Item 1 Type of Violation: **Serious**

HAR §12-60-2(a)(3) was violated because:

Three employees riding on the back of a Ram 3500 flat bed truck were not provided with adequate safe means of transportation.

§12-60-2(a)(3) states "Every employer shall provide safe work places and practices by elimination or reduction of existing or potential hazards. Elimination of existing or potential hazards by design, process substitution, or other appropriate methods is preferred because it eliminates the need for further employee protection. When elimination is not feasible, reduction of existing or potential hazards to acceptable levels, using methods such as engineering or administrative controls, isolation, or guarding, shall be promptly used. When these methods are inadequate to reach acceptable levels, personal protective equipment shall be provided and used."

Location: Farm field and paved farm roads

Date By Which Violation Must be Abated:
Penalty:

07/26/2010
\$ 375.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

State of Hawaii

Department of Labor and Industrial Relations
Hawaii Occupational Safety And Health Division

Inspection Number: 313078776

Inspection Dates: 02/09/2010-02/09/2010

Issuance Date: 07/19/2010



Citation and Notification of Penalty

Company Name: Hirako Farms Inc

Inspection Site: 66-1460 Lalamilo Farm Rd, Kamuela, HI 96743

Citation 2 Item 1 Type of Violation: **Other**

29 CFR 1904.32(a)(2) [Refer to chapter 12-52.1, HAR] was violated because:

The OSHA 300A logs were not created for the years 2005, 2006 and 2008.

29 CFR 1904.32(a)(2) states "Create an annual of injuries and illness recorded on the OSHA 300 log."

Location: Establishment

Date By Which Violation Must be Abated:

08/23/2010

Penalty:

\$ 0.00

Citation 2 Item 2 Type of Violation: **Other**

29 CFR 1910.157(e)(3) [Refer to chapter 12-63.1, HAR] was violated because:

Amerex and Badger portable fire extinguishers were last subjected to a maintenance check in July of 2008.

29 CFR 1910.157(e)(3) states "The employer shall assure that portable fire extinguishers are subjected to an annual maintenance check. Stored pressure extinguishers do not require an internal examination. The employer shall record the annual maintenance date and retain this record for one year after the last entry or the life of the shell, whichever is less. The record shall be available to the Assistant Secretary upon request."

Location: A) Administrative office area
B) Warehouse

Date By Which Violation Must be Abated:

08/09/2010

Penalty:

\$ 0.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

State of Hawaii

Department of Labor and Industrial Relations
Hawaii Occupational Safety And Health Division

Inspection Number: 313078776

Inspection Dates: 02/09/2010-02/09/2010

Issuance Date: 07/19/2010



Citation and Notification of Penalty

Company Name: Hirako Farms Inc

Inspection Site: 66-1460 Lalamilo Farm Rd, Kamuela, HI 96743

Citation 2 Item 3 Type of Violation: **Other**

29 CFR 1910.26(c)(2)(vii) [Refer to chapter 12-72.1, HAR] was violated because:

An aluminum portable step ladder had a damaged side rail and step.

29 CFR 1910.26(c)(2)(vii) states "Ladders having defects are to be marked and taken out of service until repaired by either maintenance department or the manufacturer."

Location: Administrative office

Date By Which Violation Must be Abated:

07/26/2010

Penalty:

\$ 0.00

Citation 2 Item 4 Type of Violation: **Other**

29 CFR 1910.253(b)(4)(i) [Refer to chapter 12-78.2, HAR] was violated because:

An acetylene cylinder was stored next to two oxygen cylinders.

29 CFR 1910.253(b)(4)(i) states "Oxygen cylinders shall not be stored near highly combustible material, especially oil and grease; or near reserve stocks of carbide and acetylene or other fuel-gas cylinders, or near any other substance likely to cause or accelerate fire; or in an acetylene generator compartment."

Location: Warehouse

Date By Which Violation Must be Abated:

07/26/2010

Penalty:

\$ 0.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

State of Hawaii

Department of Labor and Industrial Relations
Hawaii Occupational Safety And Health Division

Inspection Number: 313078776

Inspection Dates: 02/09/2010-02/09/2010

Issuance Date: 07/19/2010



Citation and Notification of Penalty

Company Name: Hirako Farms Inc

Inspection Site: 66-1460 Lalamilo Farm Rd, Kamuela, HI 96743

Citation 2 Item 5 Type of Violation: **Other**

29 CFR 1910.303(f)(2) [Refer to chapter 12-89.1, HAR] was violated because:

Circuit breaker Panel E did not have the breakers marked to indicate the purpose.

29 CFR 1910.303(f)(2) states "Services, feeders, and branch circuits. Each service, feeder, and branch circuit, at its disconnecting means or overcurrent device, shall be legibly marked to indicate its purpose, unless located and arranged so the purpose is evident."

Location: Warehouse

Date By Which Violation Must be Abated:

07/27/2010

Penalty:

\$ 0.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

State of Hawaii

Department of Labor and Industrial Relations
Hawaii Occupational Safety And Health Division

Inspection Number: 313078776

Inspection Dates: 02/09/2010-02/09/2010

Issuance Date: 07/19/2010



Citation and Notification of Penalty

Company Name: Hirako Farms Inc

Inspection Site: 66-1460 Lalamilo Farm Rd, Kamuela, HI 96743

Citation 2 Item 6 Type of Violation: **Other**

29 CFR 1910.1200(e)(1) [Refer to chapter 12-203.1, HAR] was violated because:

A written hazard communication program was not developed or implemented.

29 CFR 1910.1200(e)(1) states "Employers shall develop, implement, and maintain at each workplace, a written hazard communication program which at least describes how the criteria specified in paragraphs (f), (g), and (h) of this section for labels and other forms of warning, material safety data sheets, and employee information and training will be met, and which also includes the following:

- (i) A list of hazardous chemicals known to be present using the identity that is referenced on the appropriate material safety data sheet (the list may be compiled for the workplace as a whole or for individual work areas."

Location: Establishment

Date By Which Violation Must be Abated:

08/09/2010

Penalty:

\$ 0.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

State of Hawaii

Department of Labor and Industrial Relations
Hawaii Occupational Safety And Health Division

Inspection Number: 313078776
Inspection Dates: 02/09/2010-02/09/2010
Issuance Date: 07/19/2010



Citation and Notification of Penalty

Company Name: Hirako Farms Inc
Inspection Site: 66-1460 Lalamilo Farm Rd, Kamuela, HI 96743

Citation 2 Item 7 Type of Violation: **Other**

29 CFR 1910.1200(g)(8) [Refer to chapter 12-203.1, HAR] was violated because:


Material safety data sheets were not available for the herbicides, pesticides, and insecticides noted during the inspection.

29 CFR 1910.1200(g)(8) states "The employer shall maintain in the workplace copies of the required material safety data sheets for each hazardous chemical, and shall ensure that they are readily accessible during each work shift to employees when they are in their work area(s). (Electronic access, microfiche, and other alternatives to maintaining paper copies of the material safety data sheets are permitted as long as no barriers to immediate employee access in each workplace are created by such options.)"

Location: Establishment

Date By Which Violation Must be Abated:
Penalty:

08/09/2010
\$ 0.00



Pearl Imada Iboshi
Director

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.